

Lancashire County Council

Person specification form		
SENCO and Inclusion Leader	Grade: MPS/UPS + SEN allowance	
Directorate: Children and Young People		
Establishment or team: Queen's Drive Primary School		
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (AF), interview (I), letter (L)
Training and Qualifications		
Qualified Teacher Status	E	AF
Degree	E	AF
Evidence of recent and relevant training applicable to the post	E	AF
NASENCO	D	AF
Experience		
Recent knowledge of EYFS, KS1 and KS2	E	AF/L/I
Experience of working with children with children with additional needs, including medical.	D	AF/L/I
Experience of teaching and assessing Phonics	D	AF/L/I
Experience of Leading SEND Provision/Intervention	E	AF/L/I
Knowledge, skills and abilities		
Have high expectations of all pupils	E	AF/L/I
Engage the interests of learners	E	AF/L/I
Effectively manage support staff in the classroom	E	AF/L/I
Outstanding classroom management and organisation	E	AF/L/I
Outstanding behaviour management	E	AF/L/I
A clear understanding of how assessment for learning practices support teaching and learning	E	AF/L/I
Use a range of strategies to provide feedback to pupils	E	AF/L/I
Closely assess, track, record and report pupils' progress	E	AF/L/I
Demonstrate an understanding of the SEND Code of Practice	E	AF/L/I

<p>Professional knowledge and understanding</p> <p>National policies, priorities and statutory frameworks</p> <p>Assessment and tracking of pupil progress</p> <p>Application of ICT to support teaching and learning</p> <p>Ability to create and promote a stimulating learning environment for all learners</p> <p>Ability to lead key initiatives and developments</p> <p>Good understanding of and commitment to inclusion</p> <p>Child Protection and safeguarding</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p>
<p>Personal Skills and attributes</p> <p>Good communication skills</p> <p>Interpersonal skills</p> <p>Ability to prioritise time effectively</p> <p>Flexibility</p> <p>Personal impact and enthusiasm</p> <p>Self-confidence and presence</p> <p>Commitment and integrity</p> <p>Ability to work as part of a team</p> <p>A commitment to further professional development</p> <p>A willingness to participate in the wider life of the school, including extra-curricular activities</p> <p>Other</p> <p>1. Commitment to safeguarding and protecting the welfare of children and young people</p> <p>2. Commitment to equality and diversity</p> <p>3. Commitment to health and safety</p> <p>4. Commitment to attendance at work</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p> <p>L/I</p>
<p>Prepared by: Mrs N Gomersall</p>		<p>Date: 04/04/2025</p>
<p>Note: We will always consider your references and Criminal Declaration before confirming a job offer in writing.</p>		

Application form and letter

The form should be fully completed and free from error. The letter should be clear and concise and related to the specific post.

Confidential references and reports

References should provide:

A strong level of support for relevant professional and personal knowledge, skills and abilities referred to above.

Positive recommendation from current employer (if applicable)